Army ITM Career Program (ITM CP-34)

Managing Human Capital for the ITM Workforce

Briefing to:
Competitive Development Group Orientation

18 September 2002

Mr. Ned Kieloch
Deputy Director for Workforce Development
Human Capital Management
Army CIO/G-6
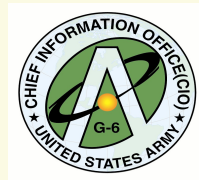
Edmund.Kieloch@us.army.mil
703.604.2074(DSN 664)

Topics

- ITM CP-34 Foundations

- ITM Human Capital Issues

- AKM Goal 5: Harnessing Human Capital

- Education, Training and Development

ITM CP-34 Foundations

CIO/Leader Competencies

CIO Core Competencies

Leadership

- Policy and Organizational
- Leadership/Managerial
- Process/Change Management

Business

- Information Resources Strategy and Planning
- Performance Assessment
- Project/Program Management
- Capital Planning/Investment Assessment
- Acquisition
- e-Government/e-Business/e-Commerce

Technology

- IT Security/Information Assurance
- Information Technology
- Desktop Technology Tools

OPM Executive Core Qualification

Leading Change

Creativity and Innovation.Continual Learning.External Awareness.Flexibility .Resilience.Service Motivation.Strategic Thinking.Vision

Leading People

Conflict Management.Cultural Awareness .Integrity/Honesty.Team Building

Results Driven

Accountability/Customer Service. Decisiveness.Problem Solving.Technical Credibility.Entrepreneurship
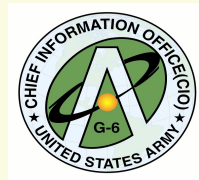
Business Acumen

Financial Management.Technology Management.Human Resources

Building Coalitions/Communication

Influencing/Negotiating.Interpersonal Skills.Partnering.Political Savvy. Oral/Written Communication

ITM Core Competencies

Leader   1. Leading Change   2. Leading People   3. Results Driven
4. Business Acumen   5. Building Coalitions/Communication

Technology

6. Capacity Management
7. Configuration Management
8. Data Management
9. Information Assurance
10. Internet Technologies
11. IT Architecture
12. IT Systems Design
13. Modeling and Simulation
14. Multimedia Technologies
15. Network Management
16. Operations Research
17. Requirements Analysis
18. Software Engineering
19. Standards
20. Systems Development
21. Telecommunications
22. Testing and Evaluation

Business

23. Acquisition
24. Business Process Reengineering
25. Capital Planning
     and Investment Assessment
26. Contracting/Procurement
27. Financial Management
28. Information Resources Management
29. Information Technology Strategic
     Policy, Planning and Management
30. Knowledge Management
31. Life Cycle Management
32. Organization Development
33. Project/Program Management
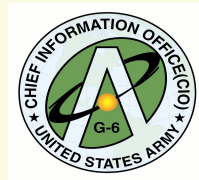34. Quality Assurance
35. Risk Management

GS-2210 Series
Parenthetical Titles

- Applications Software
- Customer Support
- Data Management
- Systems Administration
- Network Services
- Operating Systems
- Policy and Planning
- Security
- Internet
- Systems Analysis
- General

ITM Human Capital Issues

Army ITM CP-34 Civilian Workforce
Total = 10,868   (July 2002)

Core Series	Total	GS-5-12	GS-13-15
2210 IT Mgmt	5,437	4,672	765
334 Computer	1,311	958	353
391 Telecomm	978	723	255
301I IM	1,105	502	603
TOTAL	**8,831**	**6, 855**	**1,976**

Specialty Series	Total	GS-5-12	GS-13-15
1000s Visual Info	1,025	956	69
1082-3/1654 Pub/Prt	520	491	29
1410 Library Mgmt	303	273	30
343 Records Mgmt	189	147	42
TOTAL	**2,037**	**1,867**	**170**

GRAND TOTAL   10,868   8,722 (80%) 2,146 (20%)

GS-2210 Series
OPM Issuance

GS-2210 Inclusions

- **IT special salary rate** applies
- **GS-0334** Computer Specialist abolished
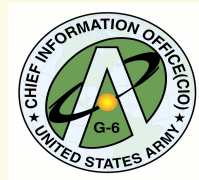- **GS-0334** converted to 2210

Reclassification

When knowledge of IT is paramount*

- **GS-0391** Telecommunications
- **GS-0301-i** Information Management
- **Other IT related series**

*Paramount:** IT is required to perform the major duties and is the primary purpose for the position

AKM Goal 5:
Harnessing Human Capital
for the Knowledge Organization

Objectives

1: *Skills for New Work*

Build flexible skill sets for new ways of working

2: *Career Strategies*

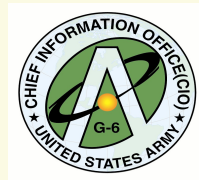Model Information Age career strategies

3: *Transformation*

Build transformational training programs

4: *Recruit and Retain*

Recruit, train, and retain quality workers

5: *Leveraging IT*
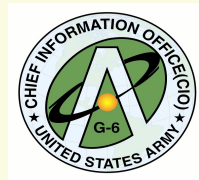
Leverage IT to user-centric products and services

Objective 1: Skills for New Work

Build flexible skill sets for new ways of working...
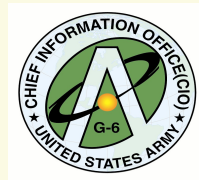
▶ **Army Knowledge Leaders (*AKLeaders*) Program**

- ▶ **Class of 2003: 7 Outstanding Scholars**
- ▶ **Two-year intensive cohort leadership program**
- ▶ **Focus on CIO/KM competencies**
- ▶ **Rotation assignments across Army**
- ▶ **High profile projects**
- ▶ **Senior mentoring**
- ▶ **Class of 2004: 7 starting Oct 2002**
- ▶ **Electronic flyer wired to *USAJOBS* application**

Objective 2: Career Strategies
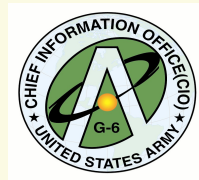
Model Information Age career strategies...

▸ **Develop coordinated approach to civilian and military training and professional development (SIGCEN)**

▸ **Integrate cross-functional competencies into modernized career management system**

Objective 3: Transformation
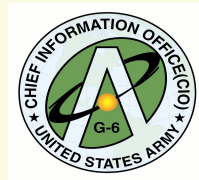
Build transformational training programs...

▸ **Position leaders to embrace transformational leadership through *Knowledge Management Foundations* course (ITM CP-34)**

▸ **Employ transformational power of technology using virtual training through University of Information Technology (SIGCEN)**

Objective 4: Recruit and Retain

Recruit and retain quality workers...

◗ **Partner with Army Civilian Personnel to maximize modern hiring practices and incentives**

◗ **Provide leadership development opportunities to emerging leaders in the Army IT community**
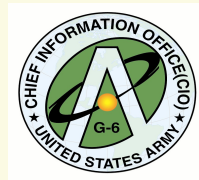
Objective 5: Leveraging IT

Leverage IT to provide user-centric products and services…

▸ **Fully integrate *ITMCareers* web site into AKO and increase user base**

▸ **Apply value added collaborative technology and other KM practices to make AKM a way of life for our customers**

Education, Training and Development

Education, Training and Development

University Programs
ITM/CIO, KM, e-Business IA, Biometrics

CIO Education
IRMC, CIO University, USDA Graduate School

Short Courses
KM, CIO and other high impact topics presented at field sites

—

Computer-Based Trng 1500
Intra/Internet courses
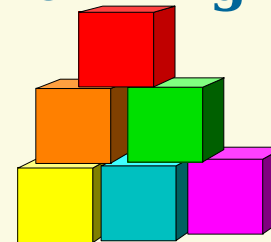
ITM Intern Program
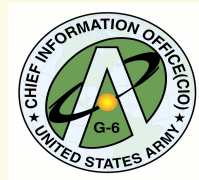Two-year development for Army ITM professionals

—

Leadership Programs
Army/DoD/federal seminars and developmental programs
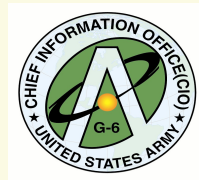
Training with Industry
Top-tier industry experience for high performing mid-levels

Leader Development Programs
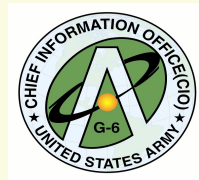## Short-Term Programs

◗ **OPM Management Seminars (GS-11-15)**
   One-week residential in Denver (D) and Shepherdstown (WV)
   - ◗ **Conflict Resolution (D: Mar)**
   - ◗ **Expanded Electronic Government (D: Jan, Aug; WV: Ju**
   - ◗ **Emotional Intelligence (D: Feb)**
   - ◗ **Facilitative Leadership (D: Apr, Sep)**
   - ◗ **Leadership for Inclusion (D: Mar)**
   - ◗ **Mgmt of Information Technology (D: Jun; WV: May, Au**
   - ◗ **Leadership Potential Seminar-2 wk (D: Jun; WV: Mar-Aug)**

◗ **STAR: Strategic and Tactical Advocates for Results (GS-1 15)**
   One-week residential intensive CIO program
   - ◗ **Topics: Leadership, Congress, Security, Technology, and Program and Project Management**
   - ◗ **Dates: Mar 2003 (PA) and Jun 2003 (CO)**

Leader Development Programs

Long-Term Programs

- **Executive Leadership Program (GS-11-12)**
  - **One-year program started Aug 2002**

- **AMSC/SBLM (GS-12-14)**
  - **12 week residential program**
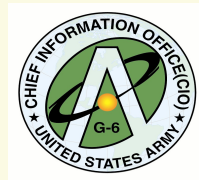
- **DLAMP (GS-13-15)**
  - **Multi-year program starts Sep 2002**

How to Use ITMCareers

Register with Army Knowledge Online

- Go to **http://www.us.army.mil**
- Click on *I'm a New User* to register with AKO
- Accept the security certificates
- Follow instructions for Army Portal Access
- AKO will send you a *User ID and Password* via email

Log In to *ITMCareers*

- Go to **https://ITMCareers.us.army.mil/cp34**
- Enter your *AKO User ID and Password*
- Accept the security certificates
- Go to *Career Planning* and select *Registration* link
- Complete registry information

ITM Career Program-34

Ms. Jackie Rustigian

Director
ITM Career Program (CP-34)
jackie.rustigian@us.army.mil
703.604.2110 (DSN 664.2110)

Ms. Linnea Kerins

Deputy Director
ITM Career Program Operations
linnea.kerins@us.army.mil
703.604.2069 (DSN 664.2069)

Mr. Ned Kieloch

Deputy Director
ITM Workforce Development
edmund.kieloch@us.army.mil
703.604.2074 (DSN 664.2074)

Ms. Kimberly Crandall

Registrar
kimberly.crandall@us.army.mil
703.604.2075 (DSN 664.2075)

FAX 703.604.2963